

Minutes of the
Gasconade County Soil and Water Conservation District
Regular Board Meeting – Owensville USDA Service Center
Monday, November 5, 2012

Vice-Chairman Dennis Berger called the regular board meeting to order at 7:00 p.m. Those present were: Chairman Ron Hardecke (arrived 7:04), Vice-Chairman Dennis Berger, Member Mike Haeffner, Treasurer Debra Nowack, Secretary James Thompson, Resource Conservationist Mark Brandt, District Technician I Kory Hubbard, and District Specialist II Diana Mayfield.

Jerry Lairmore, Gasconade County Commissioner arrived at 7:45.

The minutes of the October meeting were reviewed. Mike Haeffner made the motion to approve the minutes. Debra Nowack seconded the motion. Motion carried 4-0.

The October Treasurer's Report was reviewed. Mike Haeffner made the motion to approve the treasurer's report. James Thompson seconded the motion. The motion carried 4-0.

(Ron Hardecke arrived and assumed control of the meeting.) The timesheets were reviewed and Dennis Berger made the motion to approve them as presented. Mike Haeffner seconded the motion. The motion carried 5-0.

Unfinished Business

- ❖ Mark Brandt indicated that until we have a new Farm Bill the CCPI projects are on hold. Diana Mayfield indicated that Melinda Barch had suggested that we might get the engineers to look at the sites sometime soon. Mark indicated that the majority of them have already been looked at.
- ❖ The Board reviewed the bids for the Great Plains No-Till Drill Tires. Dennis Berger made the motion to accept the bid from Dud's Tire for \$390 per tire. Two Tires are to be ordered and to keep the good tire for a spare. Debra Nowack seconded the motion. The motion passed 5-0.

New Business

- ❖ The Board reviewed the fund status.
- ❖ The Board reviewed the 2013 Needs Assessment with Diana Mayfield. She explain how she came up with figures especially in the Grazing Management area where the Drought Assistance has put the program back a year. Diana Mayfield indicated that the program has a history of just providing funding based on the money that was spent in the previous years and provides percentage increases to the initial allocation received in the prior year. She indicated that they would learn more at the Training Conference during the Commission Meeting. Dennis Berger made the motion to approve the Needs Assessment as presented. Mike Haeffner seconded the motion. The motion carried 5-0.

- ❖ The nutrient/pest management signup period was discussed. Dennis Berger made the motion to have the signup period run from November 15-December 31st. Mike Haeffner seconded the motion. The motion carried 5-0.

- ❖ Kory Hubbard reviewed the cost-share applications with the Board. Mike Haeffner moved to approve the following cost-share applications. James Thompson seconded the motion. The motion carried 5-0.

Contracts and Conservation Plans

- 062-13-0013, Kenneth & Berniece Kamper, DWC-1, \$10,000
- 062-13-0072, Dennis & Brenda Kurrelmeyer, DSP-3.4, \$1,078.25
- 062-13-0073, Rohlfing Family RLT, DWC-1, \$10,000
- 062-13-0074, Dennis/Bernadine Brune RLT, N574, \$3,027.42

Payments

- 062-12-0033, Richard & JoAnn Buddemeyer, N595¹,
- 062-13-0027, Gloe RTL/Lorell Apprill, DA LW DIST¹, \$2,511.90

¹Approved by Dennis Berger on 11/01/12

Cancelled

- 062-13-0057/0058, Cherisa Suttles, DA LW
- ❖ Ron Hardecke indicated that he would be attending the training conference on Monday and Tuesday. Mike Haeffner indicated that he would be there all three days.
- ❖ The Board reviewed the poster theme, "Where does your Water Shed?" They would like to see the power point that will be provided to the schools with an Ag Theme.
- ❖ The Board reviewed the County Commission Budget request. James Thompson made the motion to approve the budget request. Dennis Berger seconded the motion. The motion carried 5-0.
- ❖ Dennis Berger made the motion to approve the nominating committee members for the Area II (Brenda Kurrelmeyer, Jerome Winthorst, Cynthia Haeffner) and Area IV (Virginia Buschmeyer, James Schafer, Gus Schlottach) election. Mike Haeffner seconded the motion. The motion carried 5-0.
- ❖ The upcoming annual meeting was discussed. The dates that were selected were March 14 or 21st. After discussing various concerns, Dennis Berger made the motion to hold the meeting in Owensville. Mike Haeffner seconded the motion. The motion carried 5-0.
- ❖ Mark Brandt reviewed the Title 6 and Title 7 Civil Rights processes with the Board. He reminded the Board that since they were in a Federal Office and in an open meeting they need to be aware and to follow guidelines.
- ❖ No action was taken on the State Envirothon Donation Request, especially since we do not have county participation.
- ❖ Mike Haeffner made a motion to approve Diana Mayfield's vacation request for December 24 – 28 and a week pending the birth of her Granddaughter. Debra Nowack seconded the motion. The motion carried 5-0.
- ❖ The Board reviewed the following memos.

- 

Ron Hardecke, Chairman
- 

James Thompson, Secretary
- 

Date
- 

Date

Dm: 11/07/2012

By: DIANA
11/02/12 8:58am

GASCONADE COUNTY SWCD
Treasurers Report

Page 1

Checking account #: MAIN

Dates: From 10/01/12 To 10/31/12

Corrected

Check/Dep-#	Date	Description	Payee	Amount
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Checking account: MAIN	Beginning Checking Account Balance for: Oct	\$14,818.95
Auto bal account #: 00-00-100		

Bank ID: 081512407	Bank name: Community Bank
Acct #: 2001322	Phone: 573-437-4444

Checks

4583	10/02/12	PARTS FOR JOHN DEERE	RON	\$280.00
10124580	10/05/12	UNEMPLOYMENT-HUBBARD	UNEMPLOY	\$47.81
45560000	10/10/12	CORRECTED 4556	DIANA	\$867.12
4580	10/12/12	HUBBARD-PAYROLL 10/12/12	KORY	\$812.28
4581	10/12/12	MAYFIELD-PAYROLL 10/12/12	DIANA	\$849.12
4582	10/12/12	EQUIPMENT INSURANCE	FARM	\$626.60
4584	10/12/12	HUBBARD-EMPTY TRVL	KORY	\$79.03
4585	10/12/12	TRAINING HOTELS	PLATINUM	\$229.65
4589	10/22/12	JOHN DEERE DRILL PARTS	JOHNDEERE	\$346.73
4590	10/22/12	FIELD DAYS	WALMARTS	\$238.86
4591	10/22/12	4TH GRADE FIELD DAYS	CENTRAL SE	\$250.00
4586	10/26/12	HUBBARD-PAYROLL 10/26/12	KORY	\$812.27
4587	10/26/12	MAYFIELD-PAYROLL 10/26/12	DIANA	\$849.21
4588	10/26/12	DIANA'S AFLAC PYMT	AFLAC	\$174.90
9414588	10/26/12	OCT 2012 941 PYMT	EFTPS	\$656.24
		Total Checks		\$7,119.82

Deposits

BI092812	10/05/12	BANK INTEREST 09/28/12	(\$5.25)	Deposit
CR100512	10/05/12	CASH RECEIPTS 10/05/12	(\$1,957.40)	Deposit
4556	10/10/12	VOID TRANSPOSED CENTS	(\$867.21)	Deposit
CR102512	10/25/12	CASH RECEIPTS	(\$576.00)	Deposit
ST13062201	10/25/12	STATE ALLOCATION	(\$13,090.96)	Deposit
CR4587	10/31/12	CASH RECEIPTS 10	(\$694.00)	Deposit
		Total Deposits	(\$17,190.82)	

Total Deposits less Checks for the month: (\$10,071.00)

Ending Checkbook Balance: Oct **\$24,889.95**

-----End of report-----

By: DIANA
10/30/12 9:05am

GASCONADE COUNTY SWCD
Treasurers Report

Page 1

Checking account #: 120
Dates: From 10/01/12 To 10/31/12

Check/Dep-#	Date	Description	Payee	Amount
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Checking account: 120		Beginning Checking Account Balance for: Oct		\$13,306.25
Auto bal account #: 00-00-120				

Bank ID: 081512407	Bank name: COMMUNITY BANK-BRANCH OF MARIE
Acct #: 876660004479	Phone:

Checks

Total Checks \$0.00

Deposits

CD101212	10/26/12	CD INTEREST	(\$23.48)	Deposit
		Total Deposits	(\$23.48)	

Total Deposits less Checks for the month: (\$23.48)

Ending Checkbook Balance: Oct **\$13,329.73**

-----End of report-----

By: DIANA
10/30/12 9:05am

GASCONADE COUNTY SWCD
Treasurers Report

Checking account #: 110
Dates: From 10/01/12 To 10/31/12

Check/Dep-#	Date	Description	Payee	Amount

Checking account: 110		Beginning Checking Account Balance for: Oct		\$2,055.92
Auto bal account #: 00-00-110				

Bank ID: 081512407 Bank name: COMMUNITY BANK
Acct #: 248584 Phone:

Checks

Total Checks \$0.00

Deposits

Total Deposits \$0.00

Total Deposits less Checks for the month: \$0.00

Ending Checkbook Balance: Oct \$2,055.92

-----End of report-----

Reporting period: 10/01/12 to 10/31/12

Starting account: First

Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 01

Local Funds

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
1-00-300	BEGINNING FUND BALANCE	(\$21,690.10)	\$0.00	\$0.00	(\$21,690.10)
01-00-400	INTEREST EARNED ON CHECKING	(\$12.61)	\$0.00	(\$5.25)	(\$17.86)
01-00-401	INTEREST ON CD	(\$23.18)	\$0.00	(\$23.48)	(\$46.66)
01-00-403	NEWSLETTER ADVERTIZING DONATIO	(\$112.50)	\$0.00	\$0.00	(\$112.50)
01-00-406	DONATIONS FIELD DAYS	(\$205.00)	\$0.00	(\$40.00)	(\$245.00)
01-00-415	SALE OF GOODS-PLAT BOOKS	(\$66.00)	\$0.00	(\$66.00)	(\$132.00)
01-00-431	ROTOWIPER RENTAL	(\$25.00)	\$0.00	\$0.00	(\$25.00)
01-00-432	JOHN DEERE DRILL RENTAL	(\$2,840.90)	\$0.00	(\$2,187.40)	(\$5,028.30)
01-00-433	GREAT PLAINS DRILL RENTAL	(\$1,092.50)	\$0.00	(\$934.00)	(\$2,026.50)
01-00-436	REIMBURSEMENTS	(\$8.09)	\$0.00	\$0.00	(\$8.09)
01-00-515	MANAGERS GROSS SALARY - DIANA	\$218.00	\$96.00	(\$32.00)	\$282.00
01-00-518	TECHNICIAN SALARY - KORY	\$102.80	\$30.40	\$0.00	\$133.20
01-00-540	EMPLOYEE TRAVEL-MGMT	\$63.86	\$0.00	\$0.00	\$63.86
01-00-541	EMPLOYEE TRAVEL-TECH	\$59.37	\$9.46	\$0.00	\$68.83
01-00-545	SUPERVISOR TRAVEL	\$67.27	\$0.00	\$0.00	\$67.27
01-00-631	DRILL INSURANCE	\$0.00	\$474.69	\$0.00	\$474.69
01-00-632	JOHN DEERE DRILL REPAIR	\$3,895.17	\$626.73	\$0.00	\$4,521.90
01-00-633	GREAT PLAINS DRILL REPAIR	\$1,129.26	\$0.00	\$0.00	\$1,129.26
01-00-635	JOHN DEERE MAINTENANCE	\$600.00	\$0.00	\$0.00	\$600.00
01-00-637	ROTOWIPER INSURANCE	\$0.00	\$151.91	\$0.00	\$151.91
01-00-640	ADVERTISING AND PROMOTION	\$39.20	\$0.00	\$0.00	\$39.20
01-00-833	DEMONSTRATIONS/FIELD DAYS	\$184.90	\$0.00	\$0.00	\$184.90
01-00-915	COST-SHARE MAINTENANCE	(\$351.00)	\$0.00	\$0.00	(\$351.00)

Summary Page:

Beginning Balance: (\$20,067.05)

Total Income: (\$3,256.13)

Total Expenses: \$1,357.19

Funds Remaining: (\$21,965.99)

Fund Status (2013)

62 - GASCONADE SWCD
314 SOUTH OLIVE
OWENSVILLE, MO 65066
(573)437-3478 EXT: 3

DA DROUGHT ASSISTANCE						
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
DROUGHT ASSISTANCE 2013	\$136,492.91	\$128,927.22	\$7,565.69	\$115,498.49	\$20,994.42	\$0.00
Project Sub Total	\$136,492.91	\$128,927.22	\$7,565.69	\$115,498.49	\$20,994.42	\$0.00
GM GRAZING MANAGEMENT						
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
GRAZING MANAGEMENT 2013	\$19,662.00	\$18,154.80	\$1,507.20	\$15,087.29	\$4,574.71	\$1,078.25
Project Sub Total	\$19,662.00	\$18,154.80	\$1,507.20	\$15,087.29	\$4,574.71	\$1,078.25
NP NUTRIENT & PEST MANAGEMENT						
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
NUTRIENT & PEST MANAGEMEN 2013	\$11,000.00	\$2,441.00	\$8,559.00	\$0.00	\$11,000.00	\$0.00
Project Sub Total	\$11,000.00	\$2,441.00	\$8,559.00	\$0.00	\$11,000.00	\$0.00
SA SENSITIVE AREAS						
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
SENSITIVE AREAS 2013	\$12,326.00	\$2,266.99	\$10,059.01	\$0.00	\$12,326.00	\$3,027.42
Project Sub Total	\$12,326.00	\$2,266.99	\$10,059.01	\$0.00	\$12,326.00	\$3,027.42
SGE SHEET AND RILL / GULLY EROSION						
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
SHEET AND RILL / GULLY E 2013	\$51,694.00	\$12,554.92	\$39,139.08	\$2,240.49	\$49,453.51	\$20,000.00
Project Sub Total	\$51,694.00	\$12,554.92	\$39,139.08	\$2,240.49	\$49,453.51	\$20,000.00
WE WOODLAND EROSION						
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
WOODLAND EROSION 2013	\$5,684.00	\$5,383.83	\$300.17	\$1,189.46	\$4,494.54	\$0.00
Project Sub Total	\$5,684.00	\$5,383.83	\$300.17	\$1,189.46	\$4,494.54	\$0.00
Grand Totals	236,858.91	\$169,728.76	\$67,130.15	\$134,015.73	\$102,843.18	\$24,105.67

Gasconade County Resource Concerns FY14

The Gasconade County district supervisors and employees with the assistance of our local NRCS staff have determined what resource concerns need to be addressed in our county for fiscal year 2014.

The Drought Assistance program has put us behind in servicing landowners in our most popular resource concerns. We feel that receiving a larger allocation in initial funds, especially in the Grazing and Woodland Resource Concerns, would allow us to address issues in a more timely and efficient manner. We have prioritized our list according to our needs.

As elected representatives of this county, we would like to regain our ability to move funds around as needed to address the issues that arise in our county.

We believe that in our county there is a need to address 5 of the 7 resource concerns.

1. ***Grazing Management.*** The Grazing Management Resource Concern is an excellent avenue for landowners to establish clean and abundant water in pasture fields. The drought assistance program has set our grazing management program way behind. Our waiting list has now increased to about 1 – 3 years depending how extensive the practice is. These landowners are very adamant about obtaining water in their fields in the event of another year such as the last one. Landowners that have a system going are expressing pleasure at the way the system is working and the improvements that they see in their livestock and pasture grounds. We feel that this resource concern is a very efficient use of tax dollars. We would like to request \$218,500 for FY 14.
2. ***Sheet/Rill and Gully Erosion.*** We have been taking an active roll in promoting these practices in our newsletter and local newspapers. We have had a renewed interest in ponds for erosion control and seeding practice requests have increased in light of the recent drought. Therefore, we are requesting \$109,800.00 for FY 14.
3. ***Woodland Erosion.*** With the combination of the DFR-5 with the N472 we see this resource continuing to grow in popularity. We have several people waiting to take advantage of this resource concern. We would like to see a larger allocation initially so that we can address the needs in a more timely fashion. In this resource concern, we are requesting \$33,000.00 for FY 14.
4. ***Sensitive Areas.*** This will be our final year for the CCPI grant and we hope to be able to contribute either through the Streambank Stabilization concern or the Riparian Forest Buffer concern. We have addressed several well closings and spring develops over the past years and look forward to doing more. With this in mind and the other projects that have begun showing interest, we would like to request \$43,800.00 for FY 14.

5. ***Nutrient/Pest Management.*** Although this practice is currently addressed through the EQIP program, we feel that this program would be beneficial in assisting our landowners. We will be taking a special sign-up for these practices in November to determine how many projects/acres that we can address. We are reducing our request in this area in hopes that more money will be placed in the higher priority areas. We are requesting \$3,000.00 for FY 14 in allocation funding.
6. ***Animal Waste Management.*** We feel that this practice could be better addressed through the current Environmental Quality Incentive Program (EQIP).
7. ***Irrigation Management.*** We, as a Board, do not feel that this practice is utilized enough to be considered beneficial to the landowners of Gasconade County.

Needs Assessment Report - FY 2014 (single year)

62 - GASCONADE SWCD
314 SOUTH OLIVE
OWENSVILLE, MO 65066
(573)437-3478 EXT: 3

62 - GASCONADE SWCD

			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
AWM - ANIMAL WASTE MANAGEMENT																
N312 BEEF	EACH	\$0.00					0	\$0.00								
N312 DAIRY	EACH	\$0.00					0	\$0.00								
N312 POULTRY	EACH	\$0.00					0	\$0.00								
N312 SWINE	EACH	\$0.00					0	\$0.00								
N316	EACH	\$0.00					0	\$0.00								
N317	EACH	\$0.00					0	\$0.00								
Total AWM		\$0.00					0	\$0.00								
			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
DA - DROUGHT ASSISTANCE																
IRR WELL	ACRES	\$0.00					0	\$0.00								
IRR(CONV)	ACRES	\$0.00					0	\$0.00								
IRR(SPR)	ACRES	\$0.00					0	\$0.00								
IRR(SS)	ACRES	\$0.00					0	\$0.00								
LW(DEV)	ACRES	\$0.00					0	\$0.00								
LW(DIST)	ACRES	\$0.00					0	\$0.00								
SPRDEV	ACRES	\$0.00					0	\$0.00								
Total DA		\$0.00					0	\$0.00								
			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
GM - GRAZING MANAGEMENT																
DSP 3.1	ACRES	\$95,000.00					100	\$95,000.00								
DSP 3.2	ACRES	\$68,000.00					800	\$68,000.00								
DSP 3.3	ACRES	\$33,000.00					550	\$33,000.00								
DSP 3.4	ACRES	\$12,500.00					250	\$12,500.00								
DSP 3.5	ACRES	\$10,000.00					250	\$10,000.00								
DSP-02	ACRES	\$0.00					0	\$0.00								
Total GM		\$218,500.00					1,950	\$218,500.00								
			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
IM - IRRIGATION MANAGEMENT																
N430	ACRES	\$0.00					0	\$0.00								
N442	ACRES	\$0.00					0	\$0.00								

District = 62, Sort By Project, Practice
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Needs Assessment Report - FY 2014 (single year)

62 - GASCONADE SWCD
314 SOUTH OLIVE
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N443	ACRES	\$0.00		0	\$0.00				
N447	ACRES	\$0.00		0	\$0.00				
N554	ACRES	\$0.00		0	\$0.00				
N587	ACRES	\$0.00		0	\$0.00				
Total IM		\$0.00		0	\$0.00				

			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
NP - NUTRIENT & PEST MANAGEMENT																
N340	ACRES	\$0.00					0	\$0.00								
N590	ACRES	\$2,000.00					100	\$2,000.00								
N595	ACRES	\$1,000.00					100	\$1,000.00								
Total NP		\$3,000.00					200	\$3,000.00								

			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
SA - SENSITIVE AREAS																
C650	FEET	\$5,000.00					50	\$5,000.00								
DSP-31	EACH	\$0.00					0	\$0.00								
N351	EACH	\$800.00					2	\$800.00								
N380	ACRES	\$0.00					0	\$0.00								
N386	ACRES	\$0.00					0	\$0.00								
N391	ACRES	\$8,000.00					2	\$8,000.00								
N393	ACRES	\$0.00					0	\$0.00								
N574	ACRES	\$10,000.00					4	\$10,000.00								
N725	EACH	\$0.00					0	\$0.00								
WQ10	ACRES	\$20,000.00					50	\$20,000.00								
Total SA		\$43,800.00					108	\$43,800.00								

			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
SGE - SHEET AND RILL / GULLY EROSION																
DSL-01	ACRES	\$10,000.00					50	\$10,000.00								
DSL-02	ACRES	\$4,800.00					300	\$4,800.00								
DSL-04	ACRES	\$0.00					0	\$0.00								
DSL-05	ACRES	\$5,000.00					2	\$5,000.00								
DSL-11	EACH	\$10,000.00					4	\$10,000.00								
DSL-111	ACRES	\$0.00					0	\$0.00								
DSL-15	ACRES	\$0.00					0	\$0.00								
DSL-44	ACRES	\$10,000.00					20	\$10,000.00								
DWC-01	EACH	\$40,000.00					4	\$40,000.00								
DWP-01	EACH	\$10,000.00					1	\$10,000.00								

District = 62, Sort By Project, Practice
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Needs Assessment Report - FY 2014 (single year)

62 - GASCONADE SWCD
314 SOUTH OLIVE
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DWP-03	EACH	\$20,000.00					2	\$20,000.00								
N332	ACRES	\$0.00					0	\$0.00								
N380	ACRES	\$0.00					0	\$0.00								
N410	EACH	\$0.00					0	\$0.00								
N585	ACRES	\$0.00					0	\$0.00								
Total SGE		\$109,800.00					383	\$109,800.00								
			FY 2013				FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/ Sites	Actual Paid	Acres/ Sites	Est. Cost	Acres Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost	Acres/ Sites	Est. Cost
WE - WOODLAND EROSION																
C100	ACRES	\$2,000.00					50	\$2,000.00								
DFR-04	ACRES	\$0.00					0	\$0.00								
DFR-05	ACRES	\$0.00					0	\$0.00								
N472	ACRES	\$30,000.00					500	\$30,000.00								
N655	EACH	\$1,000.00					1	\$1,000.00								
Total WE		\$33,000.00					551	\$33,000.00								
Grand Total		\$408,100.00					3,192	\$408,100.00								

Equality for People and Programs

Title VI and Title VII

Titles VI and VII are part of the Civil Rights Act of 1964 and specifically deal with prohibited discrimination practices.

Title VI addresses Program Complaints. A *Program Complaint* is a civil rights complaint about the delivery of US Department of Agriculture (USDA) programs and/or services. The Program Complaint Process is managed and administered by the USDA Office of Civil Rights. All Program Complaints must be filed with the USDA Office of Civil Rights.

Title VII addresses laws prohibiting discrimination in federal employment on the basis of an individual's race, color, religion, sex, national origin, age, or disability. Details about the complaint procedure are explained in this document.

TITLE VI

Program Complaints

To file a USDA Program Discrimination Complaint, please write a letter to:

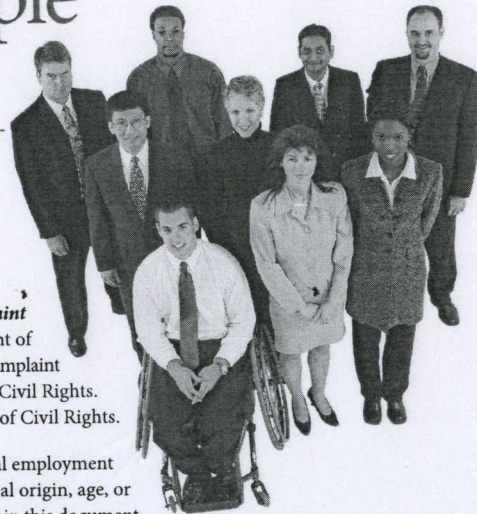
U.S. Department of Agriculture,
Director, Office of Adjudication and Compliance
(formerly the Office of Civil Rights)
1400 Independence Avenue, SW,
Washington, D.C. 20250-9410

The letter of complaint should include the following:

1. Name, address and phone number of complainant and authorized representative or attorney, if applicable.
3. The basis of the complaint.
4. The date(s) that the incident(s) of discrimination occurred.

5. The name of the individual(s) or entity believed to commit the discrimination and the agency that employs the individual(s).
6. The issue(s) of the complaint. The *issue* is a description of what happened, or the action that was taken by the individual(s) or agency that discriminated against the complainant, resulting in some harm.

You may also contact the Office of Adjudication and Compliance Customer Service Unit for further information at (866) 632-9992 (toll free), (202) 260-1026, or (202) 401-0216 (TDD) or visit online at:
www.ascr.usda.gov/complaint_filing_program.html



TITLE VII

Employment Complaints Process

The NRCS Civil Rights Division (CRD) Complaints Branch (CB) is responsible for administering the Agency's Equal Employment Opportunity (EEO) Complaints and Alternative Dispute Resolution (ADR) processes to ensure compliance with Federal statutes. These statutes prohibit discrimination in hiring, employment and program delivery for applicants, customers, and employees. The CB implements the Equal Employment Opportunity Commission's (EEOC) Federal sector applicable laws and policies in processing allegations of employment.

Federal sector EEO laws prohibit discrimination based on the following:

- Race
- Color
- National origin
- Religion
- Sex (including sexual harassment)
- Age (40 and above)
- Disability (physical and mental)

In addition to these prohibited bases, any person who feels that he/she has been mistreated by restraint, interference, coercion, retaliation, or discrimination because he or she: (1) filed a previous EEO complaint; (2) assisted or participated in any manner with an investigation, proceeding or hearing, or; (3) because of any opposition to an unlawful employment practice; may also file a complaint of "reprisal."

As a part of its commitment to provide a work environment free from discrimination, USDA also

adheres to internal policies which prohibit employment discrimination based on **sexual orientation, genetic information, political status, parental status and marital status**. Complaints filed on these bases cannot be appealed through EEOC. Redress is determined through a Final Agency Decision (FAD).

Pre-Complaint Process

A complainant has 45 calendar days from the alleged discriminatory event, or from when he/she becomes aware that a discriminatory event has occurred, to file an EEO Complaint of Discrimination in the **Pre-Complaint (Informal) Process**. The complainant makes an initial contact with an EEO Counselor assigned to the division branch. During that initial contact the counselor explains his or her role in the Pre-Complaint Process. The counselor is to facilitate resolution, provide information and guidance about the complaint process, explain appropriate timeframes, and advise complainants about their rights and responsibilities within the process. Additionally, the counselor will advise the complainant that her or she may elect to seek resolution through **traditional counseling** or the **Alternative Dispute Resolution (ADR) Process**. The complainant makes his or her election by completing and returning an election form to the counselor as soon as possible from the date of initial contact.

Traditional Counseling

In the Pre-Complaint stage, if the complainant elects traditional counseling, the counselor has 30 calendar days to complete a limited inquiry to attempt resolution. The counselor works with both management and the complainant. If a resolution is reached and the parties agree, then the complainant withdraws the complaint. If no resolution

is reached, the complainant is issued a **Notice of Right to File (NRF)** a formal complaint of discrimination.

Alternative Dispute Resolution (ADR)

ADR includes a variety of techniques and approaches to achieve a collaborative resolution. The primary ADR technique used by USDA is **mediation**. It is offered in both the Pre-Complaint and Formal Complaint stages of the EEO Complaint Process. The ADR process, or mediation, must be completed within 90 calendar days from the date of initial contact with the counselor. An ADR Specialist assigned to the complaints branch contacts all involved parties to schedule face-to-face mediations. If a resolution is reached, the parties complete a mutually agreed upon settlement agreement and the complainant withdraws the complaint. If no resolution results from mediation, the complainant is issued a NRF.

What is Mediation?

Mediation is a process of assisted negotiations aimed at resolving conflicts. It allows parties to control their own dispute resolution process. The mediator is a trained, neutral, third-party whose role is to primarily support and facilitate the problem-solving process. Mediators have no decision-making authority and are bound by confidentiality within legal statutes. The parties to mediation are usually the complainant, the responding management official and the resolving official. The responding management official is the person who has been identified as allegedly responsible for the discriminatory event(s). The resolving official is the person who has the authority to approve, on behalf of the agency, any resolution to which the parties mutually agree.

Mediation is beneficial for many reasons, but it is highly successful for these reasons:

- Fast, inexpensive
- Informal, confidential
- Collaborative, future-focused
- Win-win, builds relationships

Formal Process

A complainant has **15 calendar days** from the day he or she receives the NRF to file a complaint of discrimination with the USDA Office of Adjudication and Compliance (formerly the Office of Civil Rights (OCR)).

In accordance with (IAW) EEOC Management Directive 110 (MD-110) and 29 (Code of Federal Regulation) C.F.R. 1614.108, USDA is required to develop an impartial and appropriate factual record upon which to make findings on the claims raised in a formal EEO complaint. An **appropriate factual record** is one that allows a reasonable fact-finder to draw conclusions as to whether discrimination has occurred. This Report of Investigations (ROI) must be completed within **180 calendar days** of filing a formal complaint. Once the investigation has been completed the Complaints Branch will review the ROI. When the review of the ROI is completed and is found sufficient they distribute a letter to the complainant (and, if applicable, to the complainant's representative) which notifies him/her of the avenues of redress. A copy of the ROI is also included. The **avenues of redress** are below.

Redress Options

A. Administrative Hearing

The complainant has the right to request a hearing before an administrative judge after 180 calendar days from filing of a formal complaint of discrimination or after completion of the investigation.

B. Final Agency Decision (FAD)

The complainant has the right to request a Final Agency Decision (FAD) within 30 calendar days from receipt of ROI. USDA has 60 calendar days from the date of request to issue the complainant a FAD. If the complainant does not make a request by the 31st day, USDA will automatically initiate the FAD process based on the record.

C. Withdraw the Complaint

The third redress option is for the complainant to withdraw the complaint of discrimination.

For more information, contact the NRCS Civil Rights Division or visit online at: http://www.nrcs.usda.gov/about/civilrights/Complaints_Branch.html

NRCS Civil Rights Division

Mission Statement

Ensure compliance with Agency policies for equal employment and programs.

USDA-NRCS Civil Rights Division
George Washington Carver Center
5601 Sunnyside Avenue, Rm 1-2130
Beltsville, Maryland 20705-5472
Phone: 301-504-2181
Fax: 301-504-2175
Toll Free: 1-866-NRCS395
(1-866-672-7395)



USDA is an equal opportunity employer and provider.

Civil Rights Division

Title VI and Title VII and The Complaints Process

Equality for People and Programs





Jeremiah W. (Jay) Nixon, Governor • Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

MEMORANDUM

2013-006

DATE: October 10, 2012

TO: All Soil and Water Conservation Districts

FROM: *Ken* Ken Struempf, District Operations Section
Soil and Water Conservation Program

SUBJECT: **MDC Incentives for Seeding and Fencing Practices**

The Missouri Department of Conservation (MDC) has FY13 funding to provide an incentive to landowners who are interested in planting native species for seeding practices or establish a minimum 30 foot habitat strip in addition to excluding livestock for livestock exclusion practices. This incentive is in addition to Soil and Water Conservation Program (SWCP) funding for these practices. Below are guidelines to be followed:

Cost-Share on Seeding Practices with MDC

- 1) The landowner requests assistance for one of the following SWCP seeding practices:
 - a. DSL-01 Permanent Vegetative Cover Establishment
 - b. DSL-11 Permanent Vegetative Cover- Critical Area
 - c. DSL-4 Terrace System
 - d. DSL-44 Terrace System with Tile
 - e. DWC-01 Water Impoundment Reservoir
 - f. DWP-01 Sediment Retention, Erosion, or Water Control Structure
 - g. DWP-03 Sod Waterway
 - h. DSL-05 Diversion
- 2) District staff must consult with an MDC Private Land Conservationist (PLC) to determine eligibility and fund availability prior to discussions being held with a landowner interested in planting native grasses and receiving cost-share from the SWCP and an additional incentive for establishment from MDC.
- 3) If the PLC determines the practice would qualify and MDC funding is available, the PLC should be involved in discussions with the landowner to explain MDC program requirements and to ensure the seeding mixture planned is acceptable before the SWCP cost-share contract is initiated.



Recycled Paper

- 4) Seeding rates shall be based on NRCS Standards and Specifications for Critical Area Planting (342) or Forage and Biomass Planting (512). Species with an erosion control rating of "poor" on Table 1 of the NRCS Vegetation Establishment, Herbaceous Seeding specification (723) are not eligible for SWCP funding.
- 5) A general note should be entered in MoSWIMS for the contract stating cost-share is in conjunction with an MDC incentive for planting native species prior to submission of the contract to the program office for review. The landowner should also sign an MDC incentive form at this time.
- 6) The practice must then be completed and certified to NRCS Standards and Specifications as well as commission policy contained in the Cost-Share Handbook.
- 7) Once the SWCP contract payment has been board approved, district staff should forward a copy of the signed contract payment to the PLC who will initiate payment through MDC.
- 8) If a maintenance violation is reported for the seeding practice, the district shall notify the PLC.

MDC incentive rates are as follows:

- \$50/acre for a 1-3 species planting of native grasses as per applicable NRCS Standards and Specifications.
- \$80/acre for a 3 species mix of natives grasses, with 2 pounds of alfalfa per applicable NRCS Standards and Specifications.
- \$125/acre for a 3 species mix of native grasses and 2 pounds of native forbs per applicable NRCS Standards and Specifications.
- \$150/acre for MO source identified native grass or forbs seed when used adjacent to a natural community.

There is no minimum planting acreage size, but the minimum payment amount will be \$50.00.

Cost-Share on Fencing Practices with MDC

- 1) The landowner requests assistance for one of the following SWCP livestock exclusion practices:
 - a. DFR-05 Woodland Protection through Livestock Exclusion
 - b. N472 Use Exclusion
 - c. N472 Livestock Exclusion (effective 01/01/2013)
- 2) District staff must consult with an MDC Private Land Conservationist (PLC) to determine eligibility and fund availability prior to discussions being held with a landowner interested in receiving cost-share from the SWCP and an additional incentive for establishment from MDC.
- 3) If the PLC determines the practice would qualify and MDC funding is available, the PLC should be involved in discussion with the landowner to explain MDC program requirements and to ensure the fencing practice is acceptable before the SWCP cost-share contract is initiated.

- 4) A general note should be entered in MoSWIMS for the contract stating cost-share is in conjunction with an MDC incentive prior to submission of the contract to the program office for review. The landowner should also sign an MDC incentive form at this time.
- 5) The practice must then be completed and certified to NRCS Standards and Specifications as well as commission policy contained in the Cost-Share Handbook.
- 6) Once the SWCP contract payment has been board approved, district staff should forward a copy to the PLC who will initiate payment from MDC.
- 7) If a maintenance violation is reported for the fencing practice, the district should notify PLC staff.

MDC incentive rate is as follows:

A payment of \$330 will be made to a landowner for completing the minimum required eligibility of one-quarter mile of fence and 30 foot average habitat strip width. Additional habitat strip length beyond the one-quarter mile of fence will be based at \$363 per acre and calculated on a 30 foot maximum average habitat strip width. Fescue eradication and a wildlife friendly seeding, between the fence and woodland or other habitat, must be completed prior to receiving the incentive. The PLC may determine that fescue eradication is not needed in the habitat strip where site conditions are subject to erosion or other environmental considerations.

If you have any questions regarding this memo, please contact your district coordinator.

KS:abd



Jeremiah W. (Jay) Nixon, Governor

Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

dnr.mo.gov

October 12, 2012

BOARD OF SUPERVISORS
GASCONADE SOIL AND WATER
CONSERVATION DISTRICT
314 SOUTH OLIVE
OWENSVILLE, MO 65066

Dear Supervisors:

Enclosed is an updated allocation sheet for your district. This allocation sheet reflects the amount of funds your district has been allocated in the Information/Education Grant. The Soil and Water Districts Commission at their July meeting approved allocating \$1,000 to the 92 districts that are currently allocated less than \$1,000 in their Information/Education Grant. For the remaining 22 districts, updated student numbers from the Department of Elementary and Secondary Education (DESE) were reviewed. The Information/Education Grant for the remaining 22 districts will be allocated based on 25 cents per student in grades 3-6 and 9-12 in public schools in their district with a maximum of \$10,000.

A list of eligible expenses from the Information/Education Grant is located in the District Operations Handbook on page IX-30.

If you have any questions please contact your district coordinator. Thank you.

Sincerely,

SOIL AND WATER CONSERVATION PROGRAM

A handwritten signature in black ink, which appears to read "Jim Boschert".

Jim Boschert
Planner III

JB: cm

Enclosure

Gasconade SWCD	FY-13
	Allocation
Personnel Grant	\$50,773
"Other" Personnel Expenses	\$6,093
Administrative Grant	\$5,500
Info/Ed Grant	\$1,000
AgNPS SALT (nonpersonnel)	\$0
Rent and Utilities	\$0
Retirement	\$2,539
Health Insurance	\$5,631
Total Allocation	\$71,535

				FY-13 Allocation
		Hourly	FY-13 Stipend	for "Other"
**Positions Funded		Wage	for Salary	Personnel Expenses
District Program Specialist II	full-time	\$13.60	\$28,288	\$3,395
Technician I	full-time	\$10.81	<u>\$22,485</u>	<u>\$2,698</u>
			\$50,773	\$6,093

The amount shown in the "Hourly Wage" column is the maximum that will be allowed from state funds for the positions listed. If your district board decides to pay more then the amount shown, funds other then state funds must be used for this additional salary expense. If your district board decides to pay less then the amount shown, your district's allocation will be adjusted to reflect this change in salary.

When an employee receives the required certification based on the job descriptions to be promoted to a Technician II, the hourly wage will be increased to \$13.62.

**The Hourly Wage, FY-13 Stipend for Salary and FY-13 Allocation for "Other" Personnel Expenses include a 2% increase from the FY-12 allocation.



Jeremiah W. (Jay) Nixon, Governor • Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

MEMORANDUM

2013-007

DATE: October 24, 2012

TO: All Soil and Water Conservation Districts

FROM: Jim Boschert, Planner III *JB*
Soil and Water Conservation Program

SUBJECT: **Update on Calendar Year 2013 Health Insurance**

The Soil and Water Conservation Program recently received information from Missouri Consolidated Health Care Plan (MCHCP) regarding changes to health insurance rates for calendar year 2013. This information was not included in Memorandum 2013-004.

Missouri Consolidated Health Care Plan stated the following in an email to program office staff. "On Sept. 12, 2012, Section 191.724, RSMo contained in Senate Bill 749 became Missouri law. Under this law, every employee, self-employed person or any other person in Missouri has the right to decline or refuse coverage for contraception, sterilization or abortion if these items or procedures are contrary to an employee's religious beliefs or moral convictions. Elective abortion is not covered under any MCHCP plans. If contraception and sterilization are contrary to an employee's religious beliefs or moral convictions, the employee may decline this coverage during Open Enrollment to be effective Jan. 1, 2013. By declining the benefit in your coverage, your premium may be reduced fractions of a dollar. Once you elect to forego this benefit, it will include any dependents which are covered. Under no circumstance throughout the year may you reverse this decision." Senate Bill 749 is available online if your district is interested in viewing the entire bill <http://www.senate.mo.gov/12info/pdf-bill/tat/SB749.pdf>.

Based on this information, the updated rates and the amount that will be provided to the board for health insurance benefits for district staff are shown in the chart below. The chart lists the different plan options available to soil and water district employees, the premium of each plan, the amount that will be paid by the program office for each premium, and the amount that is the employee's responsibility.

	Monthly Premium	Premium Paid by Program Office	Employee's Responsibility
PPO 600	\$601.08	\$560.08	\$41.00
PPO 600 without birth control coverage	\$596.84	\$555.84	\$41.00
PPO 2000	\$469.21	\$469.21	\$0.00
PPO 2000 without birth control coverage	\$465.90	\$465.90	\$0.00

Only the soil and water district employees that are employed 1,000 hours or more and are funded from the Parks, Soils and Water Sales Tax are eligible for the health insurance benefit.

To assist you with additional information, we have attached a list of frequently asked questions from MCHCP's website that addresses Senate Bill 749. If you have any questions on the different plans, please contact your MCHCP representative. If you have any questions on the amount paid by the program office, please review Memorandum 2013-004 or contact me at 573-522-3320. Thank you.

JB:dc

Attachment

2013 Open Enrollment FAQs

Will my plan(s) send me new ID cards for the 2013 plan year?

ID cards are only issued for the medical, prescription and dental plans. You will receive new medical and/or prescription ID cards if your coverage changes for 2013. Delta Dental will not issue new ID cards for 2013.

If contraception and sterilization are contrary to my religious beliefs or moral convictions and I decline coverage for contraception and sterilization, may I request coverage of these items and procedures during the plan year?

No. Your plan selection is effective for the entire plan year. You may change plans during the next Open Enrollment period.

If contraception and sterilization are contrary to my religious beliefs or moral convictions and I decline coverage for contraception and sterilization, will those items or procedures be covered if I need them for a medical condition?

No. If you decline contraception and sterilization coverage, these items and procedures will not be covered under your 2013 MCHCP plan.

If contraception and sterilization are contrary to my religious beliefs or moral convictions and I decline coverage for contraception and sterilization, can my dependents still use the benefits?

No. The subscriber is making the plan choice for all dependents. No dependents on the subscriber's plan will have contraception and sterilization benefits.

If contraception and sterilization are contrary to my religious beliefs or moral convictions and I decline coverage for contraception and sterilization, will this information be shared with anyone?

When you choose a plan without contraceptive and sterilization coverage, you are making a plan selection. Plan selections are considered protected health information and will only be used and disclosed in accordance with MCHCP's [Notice of Privacy Practices](#).

If contraception and sterilization are contrary to my religious beliefs and moral convictions and I decline coverage for contraception and sterilization, why does my premium decrease slightly if I'm an active, COBRA or leave of absence subscriber but not if I'm a retiree?

MCHCP actuaries determined that the retiree population so rarely uses contraception and sterilization items and procedures that no premium change was justified.



Natural Resources Conservation Service
1315 E Main
Linn, Missouri 65051

**October 2012
NRCS Board Report**

During the month of October I attended the board meetings for Maries, Osage and Gasconade Counties.

Mark and I attended a planning meeting for the 2013 Forage & Beef Conference and the 2013 Grazing Schools. The Forage & Beef Conference will be February 11, 2013. Tri-County Grazing School will be in Osage County on May 16 & 17.

Mark, Grant, Megan and I helped with the Fourth Grade Field Days in Gasconade.

Megan and I helped with set up of the District Grassland Evaluation Contest in Rolla. Megan helped with the Plant Identification section on contest day. I had to attend a DC meeting the day of contest.

I helped set up State Grassland Evaluation Contest as well as helped the day of the contest. Megan assisted the day of the contest.

Mark and Megan have been working with CSP participants gathering documentation to make this year's contract payments.

Grant has been very busy with ECP in Maries and Osage Counties. Sign up has ceased and a few projects are coming in as completed. The next step will be to complete the check out.

I attended a planning meeting for the Mid Missouri Grazing Conference which will be held February 28, 2013.

I attended the presentation of the Governor's Award for Agriculture Achievement to Charlie Schlottach and family of the White Mule Winery. Governor Jay Nixon and Dr. Jon Hagler presented this award on October 23.

Karen Brinkman, Area Conservationist, was down to conduct my end of year performance review. That went well and look forward to another year under her supervision.

I assisted Amy with some stand counts of legume overseedings.

Melinda L. Barch
District Conservationist

District Manager Report
Diana Mayfield
November 6, 2012

October has been the month for information/education programs in our county. We had 211 students attend the 12th Annual 4th Grade Field Days on October 3rd and 4th. We had two gorgeous days and the children were very receptive to the information that was provided.

On October 11th, Kory and I presented a Soils Workshop to the K-5 at the Owensville Elementary. We were assisted by FSA's Kate Gerlemann, Debra Nowack, and Brenda Kurrelmeyer and volunteers Nicole Hubbard, Brandon Mayfield and Stephanie Summit. We had 14 – 20 minute rotations and averaged about 35 students per rotation, approximately 600 students all in all. We went well over budget on the pudding cups – ended up using 8 ½ gallons of milk and 63 boxes of pudding! The children were very attentive and at the end of each session we had a little quiz time and they were all on the ball!

I prepared picture shows for the website highlighting the above two events and they have been posted. Susie Haeffner took several mini-videos of the 4th Grade Field Days and I am still working on how to get them linked up to where we can view them or post them to the website. I have set a news article to the newspapers for the 4th Grade Field days.

We have the Suttles Drought application at risk for not being completed. Kory and I have called her several times and get the same answer that she is working on getting someone lined up or her husband is working on it, or something else came up – I will get back to you. She never returns the calls; therefore, she is at risk for not completing the practice.

I worked on the needs assessment for FY 14. I tried to emphasize the need for more funding in the most popular resource concerns that we have listed, by listing them in prioritized order on the FY 14 Narrative. With the drought assistance taking up so much of the cost-share funding this year, we have slipped behind in getting the grazing system projects that were planned implemented. The landowners on our list are very conscientious of getting the water out into the fields and maximizing their land through planning and implementation. Kory has been working diligently to get practices on the ground. We have a good chance of getting 4 of our 5 resource concerns completely allocated this year.

I had to submit the needs assessment before the board meeting, however, if there are any adjustments that you feel need to be made, we can address that issue with DNR.

I did some housekeeping for NRCS in anticipation of new furniture coming in soon. I also accomplished some CSP filing for Mark.

During my slow times, I have watched the previous commission meeting to catch up.

I processed the budget request for the county commission.

Oct 3 2012 - Nov 2 2012

Kory Hubbard

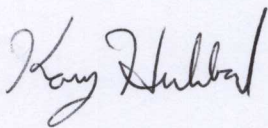
District Technician

On October 2nd – 4th I attended Linneus Grazing School. I learned a lot about animal nutrition, utilization of nutrients and basic needs of livestock. I really enjoyed the training because they brought everything together, they didn't just talk about grass health and use, and they also talked about animal health and what they need for optimal growth. I also learned about many other important factors of grazing systems.

On October 11 Diana and I spent the day at the Owensville elementary school, for MO day. We talked to several classes and age groups about soil layers and the importance of protecting the top soil. I really think education is an important part of what we do and I hope to be able to do more things like these in the future.

I have looked at two possible Land owners interested in ponds. One qualified and has been designed and one did not meet criteria. I have also looked at two possible spring developments, one qualified and the other did not.

As always thank you to Diana, Mark and Grant Phillips for your help and direction in my ever continuing education of rules and policies.

A handwritten signature in black ink, appearing to read "Kory Hubbard". The signature is written in a cursive, flowing style with a large initial "K".

**MISSOURI
ASSOCIATION OF
SOIL & WATER
CONSERVATION
DISTRICTS**

MASWCD E-NEWS

Volume 5, Issue 9

October 2012

Newsletter Spotlight

Area Meetings will be held on Monday morning at the Training Conference this year from 9 am to 11 am. Area Director elections will be held in each area as well as partner reports and discussion of potential resolutions.

Federal Budget

Budget Control Act

The Budget Control Act (BCA) requires Congress to reduce public debt and curb government spending. Last year, in exchange for President Obama's request to increase the debt ceiling by \$900 billion, this legislation limited spending to generate approximately \$917 billion in deficit reduction in both defense and non-defense discretionary programs. Moving forward, the BCA requires Congress to identify \$1.5 trillion in deficit reduction for nonexempt mandatory and discretionary programs over the period of fiscal years (FYs) 2012-2021. In order to find budget cuts, the bi-partisan Joint Select Committee on Deficit Reduction (Super Committee) was established and required that Standing Committees find at least \$1.2 trillion in savings. The House and Senate Agriculture Committees generated savings in the 2012 Farm Bill framework; however other Committees did not, and the Super Committee ultimately did not



produce a deficit reduction plan. Therefore the Office of Management and Budget (OMB) is forced to apply the \$1.5 trillion dollar spending cuts uniformly to all nonexempt programs, projects, and activities within the budget over the next ten years starting on January 2, 2013.

The Implications of Sequestration for Conservation Programs in 2013

Under sequestration, the approximately \$22 billion a year agricultural appropriations bill will be reduced by approximately \$1.9 billion in FY 2013. USDA line items will be cut by 8.2 percent in FY 2013. The percentage and the absolute dollar amounts of the cuts assume that Congress maintains appropriations at 2012 levels, and the overall cap on appropriations will likely grow at a reduced rate relative to inflation. The numbers change if and when Congress adopts an actual appropriations bill rather than just renewing a Continuing Resolution (CR), such as it did when the Senate passed the House's version of the six-month CR through March 27, 2013. OMB predicts that mandatory conservation programs will be cut by \$220 million per year for the next ten years. The language in the BCA allows funding for programs considered as "prior legal obligations," and OMB exempts certain mandatory programs such as the Conservation Reserve Program (CRP) under this exception. NRCS's Conservation Operations account will be cut approximately \$690 million per year for ten years. At this rate, sequestration cuts just over \$2.8 billion from conservation over ten years. These automatic cuts only apply to FY 2013, and the decision on how to allocate spending within the cap will be left up to the regular appropriations process for the following years.

Will Sequestration Happen

For nearly two years, Congress has faced the question of reaching some type of long-term budget deal that would start the process of reducing the federal debt by adjusting taxes and tax loopholes, entitlement spending, and other government programs in a way that would force a greater degree of fiscal discipline over the coming years. Yet market indicators suggest that too much fiscal restraint now could stall the already slow economic recovery. Additionally, the partisan divide has left a political solution to sequestration all but impossible to reach. Congress may "de-trigger" sequestration, at least for 2013, when it returns for its lame duck session after the elections in November. Furthermore, if Congress passes a comprehensive five-year Farm Bill during the Lame Duck session, agriculture programs will likely be exempt from sequestration. Yet another reason why it is important to

Upcoming Events

November 25-28, 2012
Supervisor Training Conference
Tan-Tar-A Resort
Osage Beach, MO

November 26, 2012
Soil & Water Commission Mtg
Tan-Tar-A Resort
Osage Beach, MO

January 27-30, 2013
NACD Annual Meeting
Marriott Riverwalk Hotel
San Antonio, TX

2012 OPERATION CHRISTMAS

RECEIVED
OCT 26 2012
BY:-----

Dear Friends,

OPERATION CHRISTMAS is a community project that works! Because of the incredible generosity of area donors, this annual event has been successful in bringing some "holiday cheer" to households who otherwise might have a very meager Christmas. Last year OPERATION CHRISTMAS served 875 individuals (643 adults - 232 children) from 308 households.

We are requesting your support of OPERATION CHRISTMAS in any of the following manners:

- (1) Sharing in a collection of canned goods, non-perishable food, personal care items and household paper products.
- (2) Adopting one or more families as a special project- families and guidelines can be obtained by calling Danah Budnik at the number listed below. Adoptions begin Thursday, November 1st and closing Thursday, November 29th.
- (3) Monetary donations may be mailed to OPERATION CHRISTMAS, c/o Robert Niebruegge, Treasurer, 1802 Southridge Lane, Owensville, MO 65066. Checks should be made out to OPERATION CHRISTMAS. Your donations are deductible under section 501(c)(3) of the IRS code of Helping Hands Outreach Center of Gasconade County. **Should there be any funds collected in excess of those actually used for this Christmas season, seed money for next year's program will first be set aside, then the remaining funds will be used to purchase food for the needy during the rest of the year.**
- (4) Tax deductible stock donations may be made also.
- (5) Along with financial support, we also solicit your time and hope that it will be possible for you to "lend a hand" as an OPERATION CHRISTMAS volunteer. Please encourage others to come along with you! Help is needed especially on the following dates at the Memorial Park exhibit hall:

Monday, December 3rd – Main sort of canned goods – 4 PM

Saturday, December 8th - Final sort and inventory of goods – 9AM

Wednesday, December 12th – Packing boxes & wrapping presents 9AM to ?

Our local businesses, churches, community organizations, schools and individuals have always been generous in their support of OPERATION CHRISTMAS for which we are extremely grateful. Without such interest and concern, this would not be the community endeavor that it is.

Should you have any further questions or concerns or, as an organization/business would like to have someone come talk about OPERATION CHRISTMAS, please feel free to phone one of this year's OPERATION CHRISTMAS project coordinators listed below.

We wish you all a most joyous 2012 Holiday Season!

Sincerely,

Vicki Bock	Andy Michael	Danah Budnik	Lynn Hesemann	Bonnie Brown	Dave Marner
Publicity	Food	Adoptions	Clothing/Toys	Personal Care	News Briefs
573-437-4266	573-437-2280	573-578-5745	573-437-3783	573-437-6198	573-437-2323

programs will likely be exempt from sequestration - yet another reason why it is important to pass a five-year farm bill.



i Conservation programs will remain funded at last year's levels; however expiring programs such as WRP, GRP, and the Chesapeake Bay Watershed Initiative, along with CRP, will not be able to enroll new contracts. CSP has just enough money to pay for existing contracts, and very little money will remain for enrolling new contracts. EQIP will remain funded at its current level. Title VIII Forestry Programs will also face 8.2% cuts, and the Healthy Forests Reserve Program has an expiring baseline. Furthermore, eight Energy Title programs include expiring baselines.

To remove your name from our mailing list, please [click here](#). Questions or comments? E-mail us at peggy.lemons@swcd.mo.gov or call 573-893-5188 ext. 3

**MISSOURI
ASSOCIATION OF
SOIL & WATER
CONSERVATION
DISTRICTS**

**Newsletter
Spotlight**

Training Conference Pre-Registration ends on November 16. Registration and meals purchased at the Conference will be priced slightly higher than pre-registration prices.

Registration at the conference will be open Monday all day, and limited hours on Tuesday and Wednesday. Hours will be posted at the conference.

On-line reservations for the hotel are no longer available but you can still make hotel reservations by calling Tan-Tar-A

Upcoming Events

November 25-28, 2012
MASWCD Training Conference
Tan-Tar-A Resort
Osage Beach, MO

November 25, 2012
MASWCD Board Meeting
Tan-Tar-A Resort
Osage Beach, MO

November 26, 2012
Soil & Water Commission Mtg
Tan-Tar-A Resort
Osage Beach, MO

January 27-30, 2012
NACD Annual Conference
Marriott Riverwalk Hotel
San Antonio, TX



MASWCD E-NEWS

The Road to Conservation Starts at Home!

Volume 5, Issue 10

November 2012

Conservation Partner Forum

The Conservation Partner Forum at the Training Conference will be held on Tuesday afternoon from 1:30 to 3:30 p.m. The Forum provides the opportunity for those attending to ask questions of the panel. NRCS, DNR, MDC, EXT, MASWCD, MSWCDEA, MDA will all be on the panel. The session will be moderated by Peggy Lemons and Sandy Hutchison again this year.

If you would like to submit a question or topic for discussion to Peggy or Sandy prior to the conference, they will make sure it gets included in the items to be discussed. Even if you submit a question early, you can still ask it from the floor if you want.

peggy.lemons@swcd.mo.gov

sandy.hutchison@swcd.mo.gov

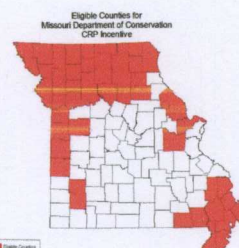


MDC & MASWCD OFFER FINANCIAL INCENTIVES FOR NEW AND EXISTING CONSERVATION RESERVE PROGRAM LANDS

Starting December 1, 2012 the Missouri Department of Conservation (MDC) is offering financial incentives for enrolling new Continuous Conservation Reserve Program (CRP) acres and to assist existing CRP contract holders with implementing Mid-Contract Management activities in 54 counties across Missouri. These incentive payments will be handled through a grant from MDC to MASWCD with payments being made by MASWCD. MDC will provide an additional \$100 - \$150 per acre incentive to enroll new CP33 - Habitat Buffers for Upland Birds, CP38 - State Acres for Wildlife Enhancement (SAFE), CP42 - Pollinator Habitat, or CP23 - Wetland Restoration acres. This incentive is in addition to the \$100 - \$150 per acre Sign-up Incentive Payments already provided by the Farm Service Agency (FSA) for new enrollments.

MDC will also provide an additional \$18 - \$60 per acre for Mid-Contract Management activities such as prescribed burning, disking, herbicide application and legume or native forb interseeding on existing cool-season grass (CP-1) and warm-season grass (CP-2) CRP acres. This MDC incentive will be in addition to the cost-share assistance provided by FSA for completion of Mid-Contract Management activities. MDC incentives ranging from \$100 - \$200 are also available for installation or enhancement of shrubby cover within or adjacent to CRP land.

The Mid-Contract Management incentives will be available starting December 1st, however the incentives for enrolling new CRP acres will not be available until Congress passes or extends the Farm Bill. Contact your local MDC Private Land Conservationist or your Soil and Water Conservation District County Clerk to enroll in the MDC CRP Incentive program. Visit <http://mdc.mo.gov> to find your local Private Land Conservationist contact.



To remove your name from our mailing list, please [click here](#). Questions or comments? E-mail us at peggy.lemons@swcd.mo.gov or call 573-893-5188 ext. 3

REGULAR OPEN MEETING GASCONADE COUNTY SWCD
Posted October 31, 2012, 3:00 p.m.

AGENDA

USDA Service Center, 316 S. Olive Street, Owensville, MO

Monday, November 5, 2012, 7:00 p.m.

- ☐ Open Meeting – Chairman
- ☐ Review Minutes of the October Board Meeting – Secretary
 - Changes to look of minutes – DNR request
- ☐ Financial Report for October - Treasurer
 - Treasurer's Report
 - Time sheets

Unfinished Business

- ☐ CCPI Update
- ☐ Great Plains Tires

New Business

- ☐ Cost-Share –
 - Fund Status
 - FY 14 Needs Assessment
 - Nutrient/Pest Management Sign-up Period
 - Approve Conservation Plans, Cost-share Contracts, Change Orders, and Payments

Name FY13	Cons Plan	Cost-Share Practice	Contract, Change Order or Payment	Application Number
Kenneth & Berniece Kamper	C/S	DWC-1	Contract	062-13-0013
Dennis & Brenda Kurrelmeyer	C/S	DSP-3.4	Contract	062-13-0072
Rohlfing Family RLT	C/S	DWC-1	Contract	062-13-0073
Richard/JoAnn Buddemeyer		N595	Payment	062-12-0033
Gloe RTL/Lorell Apprill		DA LW DIST	Payment	062-13-0027
Dennis/Bernadine Brune RLT	C/S	N574	Contract	062-13-0074
Wm Buddemeyer		N595	Payment	062-13-0018

- ☐ **Annual Plan of Action**
 - Training Conference Registration – Due by November 15th
 - Poster Contest Theme – “Where does your Water Shed?”
 - 2013 County Commission Budget Request
 - Board of Supervisor Nominating Committees
 - Area II, Roark & Boeuf Township – Jerome Winthorst, Brenda Kurrelmeyer, Cynthia Haeffner
 - Area IV, Canaan & Brush Creek Township – James Schafer, Virginia Buschmeyer, Gus Schlottach
 - Annual Meeting location and dates
 - Civil Rights Training – Mark Brandt
- ☐ Missouri Envirothon Donation Request
- ☐ Vacation Request – Diana Mayfield, December 24-28 and a week when Baby Kali arrives.
- ☐ DNR Memorandums & Letters
 - Memorandum 2013-006, MDC Incentives for Seeding and Fencing Practices

- October 12, 2012, Information/Education Allocation Update
- Memorandum 2013-007, Update on Calendar Year 2013 Health Insurance

- ☐ NRCS and District Reports

- ☐ Mail
 - MASWCD News, October 2011
 - Operation Christmas 2012

- ☐ Calendar of Events
 - November 12, Veterans Day Holiday – Office Closed
 - November 22, Thanksgiving Day Holiday – Office Closed
 - November 25 – 28, Annual Training Conference – Staff out of office
 - November 29 – 30, Kory Hubbard scheduled off.
 - Next Meeting **Tuesday**, December 11th at the ***Farm Bureau Meeting Room***, 6:00 p.m.

- ☐ Adjourn.

Soil & Water Conservation District Boards may go into closed session at this meeting if such action is approved by a majority vote of the board members who constitute a quorum to discuss legal, confidential, or privileged matters under § 610.021(1), RSMo 2000; personnel actions under §610.021(3); personnel records or applications under §610.021(13), records under § 610.021(14), or audit issues under § 610.021(17), which are otherwise protected from disclosure by law.